



WASHOE COUNTY

"Dedicated To Excellence in Public Service"

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CM/ACM _____
Finance WC
DA WC
Risk Mgt. ST
HR WC
Other _____

STAFF REPORT BOARD MEETING DATE: October 28, 2014

DATE: October 1, 2014
TO: Board of County Commissioners
FROM: John Listinsky, Director of Human Resources/Labor Relations
jlistinsky@washoecounty.us, 328-2089

THROUGH: Joey Orduna Hastings, Assistant County Manager
jasthastings@washoecounty.us, 328-2000

SUBJECT: Performance evaluation for the Washoe County Manager, including (but not limited to) discussion of goals and results of County Manager; consider and possibly take action regarding current compensation and approve corresponding changes to existing [or] approve new employee agreement. (All Commission Districts.)

SUMMARY

Performance evaluation for the Washoe County Manager, including (but not limited to) discussion of goals and results of County Manager; consider and possibly take action regarding current compensation and approve corresponding changes to existing [or] approve new employee agreement.

Strategic Objective supported by this item: Sustainability of our financial, social and natural resources

PREVIOUS ACTION

On November 12, 2013, Mr. Slaughter was appointed and entered into an employment agreement as Washoe County Manager pursuant to NRS 244.125 to NRS 244.135 inclusive. Pursuant to the terms established, the contract shall continue until June 30, 2015, at the end of which the agreement may be renewed for successive periods each year by the Board of County Commissioners without the necessity of executing a new employment agreement.

BACKGROUND

On October 22, 2013, after an extensive recruitment and selection process conducted by Ralph Anderson and Associates, the Board interviewed the final slate of eight candidates and unanimously selected John Slaughter as the next County Manager.

On November 12, 2013, an employment contract was developed and submitted to the Board for consideration, which was then approved at the meeting held on the same date.

FISCAL IMPACT

None

RECOMMENDATION

It is recommended that the Board of County Commissioners conduct the performance evaluation for the Washoe County Manager, including (but not limited to) discussion of goals and results of County Manager; consider and possibly take action regarding current compensation and approve corresponding changes to existing [or] approve new employee agreement.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be:

"Move to approve conducting the performance evaluation for the Washoe County Manager, including (but not limited to) discussion of goals and results of County Manager; consider and possibly take action regarding current compensation and approve corresponding changes to existing [or] approve new employee agreement."

Attachments

EMPLOYMENT AGREEMENT

THIS AGREEMENT, made and entered into this 12th day of November, 2013 by and between Washoe County, a political subdivision of the State of Nevada, acting by and through its Board of County Commissioners, (hereinafter referred to as "Employer"), and John Slaughter, (hereinafter referred to as "Employee"); Employer and Employee understand and agree as follows:

WITNESSETH:

WHEREAS, it is the desire of Employer to employ John Slaughter as Washoe County Manager pursuant to NRS 244.125 to NRS 244.135, inclusive, subject to the terms of this Agreement, and to memorialize certain elements of compensation and benefits, certain conditions of employment, and working conditions of said Employee; and,

WHEREAS, Employee desires to accept employment as County Manager of Washoe County as set forth herein;

NOW, THEREFORE, for and in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1. Duties.

Employer hereby agrees to employ Employee as County Manager to perform the functions and duties of County Manager of Washoe County as set forth by law, and to perform other legally permissible and proper duties as the Board of County Commissioners shall from time to time assign.

Section 2. Term.

- A. The term of this Agreement begins November 12, 2013 and by action of the Board of County Commissioners on November 12, 2013, shall continue until June 30, 2015. At the end of that term, this Agreement may be renewed for successive periods, as deemed appropriate by the Employer, unless it is terminated sooner in accordance with its terms. Renewal of this Agreement will occur by the Employer, acting through the Board of County Commissioners, taking action to ratify this Agreement and/or approving an addendum which sets forth for the renewal period: the base salary, any bonus or other monetary benefits, any other changes to the terms hereof and a commencement date.

- B. At any time during the term of this Agreement, either the Employer or the Employee may terminate the Agreement by providing thirty (30) days written notice to the other party. Notice shall be in accordance with Section 3 below.
- C. Unless terminated for cause as described in Paragraph E below, if Employer terminates the Agreement by giving thirty (30) days notice, Employer agrees to pay Employee severance pay equal to three months of the then current annual base salary of Employee. Severance pay shall be calculated from the end of the thirty (30) day notice period. Severance pay shall be in addition to any other payments for unused annual leave or other benefits that may be payable to other unclassified management employees of the County with service credit equal to that of Employee. The three months severance pay shall not include additional accrual of annual or sick leave benefits or incentive pay for the three months but Employer will make a PERS contribution for the three months severance pay.
- D. If Employee terminates the Agreement by giving thirty (30) days notice, unless a different period is agreed to in writing between Employer and Employee, Employer is not obligated to pay severance pay to Employee. Employee shall receive his then current salary during the thirty (30) day notice period or any longer period as may be agreed upon.
- E. For purposes of this Agreement, cause is defined as conduct which constitutes a crime, except for a misdemeanor traffic citation, or conduct which constitutes a knowing violation of a law or policy governing the conduct of public officers. In such event, Employer shall give written notice of its desire to terminate Employee for cause and the effective date of the termination shall be thirty (30) days after notice is given in accordance with Section 3 below. If Employee is terminated for cause, Employee shall not be entitled to severance pay.

Section 3. Notices.

When required by this Agreement, Employee shall give notice in writing personally served on the Chair of the Board of County Commissioners, or by leaving a copy in the office of the Chair. Employer shall give notice in writing by personally serving Employee or by regular mail, postage prepaid. Notice by personal service shall be deemed received on the date of delivery; notice by mail shall be deemed received three days after mailing.

Section 4. Salary.

- A. Employer agrees to pay Employee for his services rendered pursuant to this Agreement an annual base salary of \$195,873.60 for the applicable period, with an effective date of November 12, 2013. The annual base salary is payable in installments in the same manner as other employees of the Employer.
- B. At the time of the annual evaluation provided for at Section 9 below, Employee's annual salary may be adjusted by a vote of the Board as follows, :
 - a. A cost of living adjustment consistent with any cost-of-living adjustment provided to all other unclassified management employees of the County; and/or,
 - b. The Board may adjust the annual salary of the Employee by increasing the base salary; and/or,
 - c. The Board of County Commissioners may also provide to Employee a bonus, or pay for performance, payable in lump sum, minus required withholdings. The amount awarded as a bonus, or pay for performance shall not be considered as part of Employee's base salary and shall not be included in determining PERS contributions. No cost-of-living adjustments will be calculated or added to the amount and payment does not obligate Employer to make a similar bonus or pay for performance available during subsequent years of this Agreement or successor agreements.
- C. Employee will receive longevity as provided to other unclassified management employees at the rate of \$100 per year of service up to a maximum annual payment of \$3,000 for 30 years or more of service.

Section 5: Benefits.

Employee shall be entitled to all annual and sick leave benefits provided for unclassified management employees, except as more specifically described or limited herein:

- A. Starting with the first pay period in a calendar year, if Employee does not use more than 32 hours of sick leave in the period commencing with the first pay period of the calendar year and ending with the last full pay period of that calendar year he shall be credited with 24 hours of personal leave in the first full pay period in January of the following year. If Employee uses more than 32 hours but no more than 40 hours of sick leave in that period he shall be credited with 8 hours of personal leave in the first full pay period in January of the following year. Personal leave accrual has no cash value and is forfeited

if not used by the end of the last payroll in the calendar year in which it was accrued.

- B. Compensatory time may be earned on an hour-for-hour basis for hours worked over 40 in a week up to a maximum of 240 hours in a calendar year which will carryover from year to year, but in no case shall such hours exceed 240 hours. Compensatory leave has no cash value and may not be cashed out upon separation from County or at any other time.

Section 6. Benefits - Other.

- A. Car Allowance: Employer agrees to pay Employee a monthly, non-PERS compensable amount of \$600.00 to be included in the first paycheck of each month. This amount constitutes reimbursement for and recognition of Employee's daily use of his personal vehicle for county purposes to include mileage, insurance, fuel and all other costs associated with such use, all of which shall be the employee's sole responsibility. This allowance shall be treated for tax purposes as provided in IRS regulation.
- B. Cellular Phone: Employer and Employee agree a business need exists for the Employee to be available by telephone, email and text both during and outside regular business hours. Employer agrees to provide employee with cellular phone and the necessary monthly cellular plan with phone, text and data capability. Such provision and use shall be in accordance with all applicable Washoe County policies regarding issuance and use of County-owned cellular telephones.
- C. Dues & Subscriptions: Employer agrees to budget and to pay for the reasonable professional dues and subscriptions of Employee necessary for his continuation and full participation in national, regional, state, and local associations and organizations necessary and desirable for his continued professional participation, growth, and advancement, and for the good of Employer. This amount shall not exceed \$1,500.00 per year.
- D. Retirement: Employer agrees to pay all contributions to the Nevada Public Employees Retirement System ("PERS") on behalf of Employee as required or limited by PERS. PERS rate contribution adjustments will be implemented in accordance with other unclassified management employees.
- E. Health Benefits: Employee is entitled to all health benefits provided to unclassified management employees.

- F. Manager's Life Insurance: Employee is entitled to management life insurance provided to unclassified management employees.

Section 7. No Reduction of Compensation and Benefits.

Except as otherwise provided herein, Employer shall not at any time during the term of this Agreement decrease the salary, compensation, or other financial benefits of Employee specified for the term of the Agreement without the consent of Employee unless Employee is incapacitated to perform the services required hereunder and has exhausted available leave, or to the degree such a decrease is across-the-board for all unclassified management employees of Employer.

Section 8. Professional Development.

To the extent allowed by law and as may be consistent with Washoe County's travel ordinance, Employer hereby agrees to budget for and to pay the reasonable travel and subsistence expenses of Employee for short courses, institutes, seminars, and conferences, adequate to continue the professional development of Employee. This amount shall not exceed \$3,000.00 per year.

Section 9. Expectations and Annual Evaluation.

- A. The Board of County Commissioners, with Employee's input, agrees to adopt priorities and expectations for Employee each year annually on the anniversary of this Agreement during the term of this Agreement. The Board's adoption of priorities and expectations for the Employee shall coincide with Employee's evaluation as provided in Paragraph B below. The priorities and expectations may be added to or deleted as the Board of County Commissioners may from time to time determine, in consultation with Employee.
- B. Each year prior to or as near as possible to the anniversary date of Employee's appointment as County Manager, which date is November 12, 2013 unless otherwise mutually agreed by the Employee and Employer acting by and through the Chairman of the Board of County Commissioners, the Board of County Commissioners will review and evaluate Employee's performance in accordance with the provisions of the Open Meeting Law. Employee must contact the Chair of the Board at least thirty days prior to his anniversary date in order to schedule Employee's annual evaluation. The evaluation shall be based upon the priorities and expectations developed as provided in Paragraph A above. The evaluation process will be jointly developed and mutually agreed upon by Employer and Employee.

Section 10. Entire Agreement.

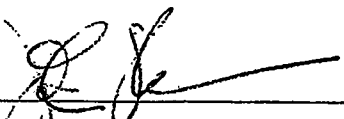
The text of this Agreement, and any subsequent Addendum, constitute the entire agreement between the parties and supersedes all prior Employment Agreements between the parties, rendering them from and after execution of this null and void. This Agreement may be amended only by a written instrument executed by both Parties.

Section 11. Severability.

If any provision of this Agreement is held to be illegal, invalid, or unenforceable by a court of competent jurisdiction, the parties shall, if possible, agree on a legal, valid, and enforceable substitute provision that is as similar in effect to the deleted provision as possible. The remaining portion of the Agreement not declared illegal, invalid, or unenforceable shall, in any event, remain valid and effective for the term remaining unless the provision found illegal, invalid, or unenforceable goes to the essence of this Agreement.

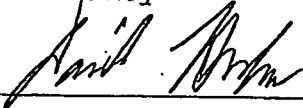
IN WITNESS WHEREOF, the Board of County Commissioners has caused this Agreement to be signed and executed on its behalf by its Chair, and duly attested by the Clerk; and the Employee has signed and executed this Agreement, all on the day and year first above written.

Employee




John Slaughter

Board of County Commissioners
Washoe County

By 

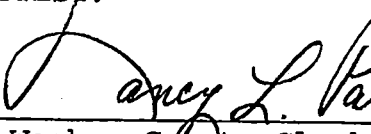
David Humke, Chairman

APPROVED AS TO FORM:

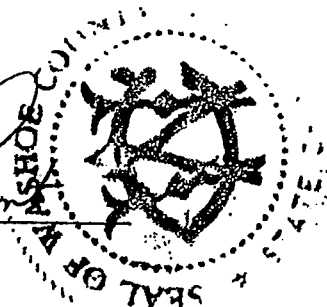


Paul Lipparelli
Assistant District Attorney

ATTEST:



Nancy L. Karent
Washoe County Clerk



Washoe County Manager

2013-14 Results

Overview:

- Established Manager's Focus Areas to provide guidance during transition of new County Manager: *focus on citizens, support effective and open decision making, and support our Washoe County employees.*
- Implemented organization restructuring to provide strategic emphasis on Manager's Focus Areas.

Within each of the three Manager's Focus Areas, achieved the following results:

Focus on citizens and those we impact

- Developed FY 2014-14 Washoe County Budget:
 - Budget included funded priorities for public safety: additional Deputies, additional resources for Medical Examiner, District Attorney, Public Defense, Health District, and Building and Safety
 - Ending Fund Balance of 8.3 percent
- AA Bond Rating Affirmed: Standard & Poor's Rating Services affirmed AA general obligation bond rating with a stable outlook. (February 2014)
- Certificate of Achievement for Excellence in Financial Reporting awarded by the Government Finance Officers Association (GFOA) for Comprehensive Annual Financial Report (CAFR)
- Implemented Strategic Communication Plan to increase communication with citizens, community stakeholders, the BCC, and employees.
- Implemented Phase I Countywide publication style guidelines to reinforce branding and messaging strategy
- Preparing for new website rollout in January 2015
- Implemented Constituent Services Program to provide individual, full time staff support to Commissioners; allowing direct support to constituents with issues with County services.
- Implemented revised Citizen Advisory Board Program
- Published three Sun Valley Community Newsletters
- Implemented Board direction to create Regional Animal Services Department
- Initiated process to create Human Services Agency
- North Valley's Water Park opened (May 2014): attendance out performed expectations
- Initiated Partner in Education Agreement with Glen Duncan Elementary; Supported Community Garden at Glen Duncan; Engineering Day; Walk to School Day; Glen Duncan Choir Performance at BCC meeting; and overall support to our neighborhood school
- Identified funding for new Medical Examiner's Office; initiated project design phase
- Supported District Attorney's Office Child Advocacy Center (opened –June 2014)
- Expanded services to seniors, including expanded home delivered meals and Cold Springs congregate meal site.
- Supported Regional EMS review process: resulting in EMS Oversight Program (including funding for program)
- Regional Permit Project: collaboration with Cities of Reno/Sparks, Washoe County Health District
- Implemented Administrative Hearing Office within Office of the County Manager
- TMWA/STMGID/Washoe County Utilities merger: on schedule to occur in December 2014
- Developed four community projects: Glen Duncan Community Garden, Community Clean-up Program; Hydration Stations, and Rancho San Rafael Green House
- Human Services Network Agency of the Year: Washoe County Social Services Department (January 2014)

Support effective, open decision making

- Increased BCC meeting support
- Implemented BCC request tracking
- Implemented integrated strategic planning and budget planning
- Scheduled regular meetings with individual Board members to meet on status of issues and to review Board agendas
- Supported recruitment/selection of Sparks Justice Court Judge
- Facilitated implementation of Medical Marijuana Establishments in Washoe County
- Improved WCTV presence/rebranded WCTV
- Implemented Manager's Monday Memo for BCC and Department Directors
- State of the County: Presented during regularly scheduled Board Meeting
- Supported Washoe County participation in Shared Federal Framework
- Internal Audits completed/underway
 - Community Services
 - Truckee Meadows Fire Protection District
 - Reno Justice Court
 - Sparks Justice

Supporting Washoe County Employees

- Implemented Succession Management program; pilot project underway
- Implemented Employee Recognition program
- Reinstated new employee introductions at BCC Meetings
- Proactive national searches for key positions: Comptroller, Regional Animal Services Director, Technology Services Director, and Deputy Medical Examiner
- Surveyed employees to develop 4 internal community projects, allowing employees to give back to the community
- Streamlined management and staff meetings—emphasis on action oriented meetings
- Conducting employee survey on strategic planning priorities
- Implemented weekly Employee Spotlight to highlight employees of Washoe County
- Implemented Wolf Pack Fridays to support our Tier 1 University

Board of County Commissioner Meeting Metrics

BCC Meetings: December 17, 2013 – October 14, 2014

Meetings	Total Items	Consent Items	Non- Consent	Public Hearings	Resolutions	Proclamations	Appearances	Budget Presentation	Joint Meeting
1.	70	29	41	0	1	0	1	0	0
2.	41	16	25	1	0	0	0	0	0
3.	33	14	19	0	0	0	0	0	0
4.	39	13	26	1	0	0	0	0	0
5.	31	11	20	5	0	0	0	0	0
6.	46	23	23	0	0	2	0	0	0
7.	10	0	10	0	0	0	0	0	1
8.	52	14	38	2	1	4	0	0	1
9.	5	0	5	0	0	0	0	5	0
10.	9	0	9	0	0	0	0	9	0
11.	5	0	5	0	0	0	0	5	0
12.	8	0	8	0	0	0	0	8	0
13.	39	16	23	4	0	5	0	0	0
14.	43	15	28	0	0	5	0	0	0
15.	16	0	16	0	0	0	0	0	1
16.	63	25	38	6	0	5	0	0	0
17.	9	0	9	0	0	0	0	0	0
18.	83	32	51	7	0	1	0	0	0
19.	54	19	35	0	1	2	2	0	0
20.	34	10	24	4	0	0	0	0	0
21.	42	17	25	2	2	0	1	0	0
22.	45	17	28	0	1	0	0	0	0
23.	38	9	29	3	0	0	4	0	0
24.	34	15	19	1	0	3	0	0	0
25.	38	15	23	3	0	1	3	0	0
26.	63	29	34	2	1	4	1	0	0
Totals	950	339	611	41	7	32	12	27	3

Washoe County Manager Proposed 2014-15 Goals

During the next year the Manager's Focus Areas, as well as other areas of impact (including economic development) will continue to guide the County Manager's priorities; additional priorities will be included following the Board of County Commissioner's Strategic Plan update in January, 2015.

1) Focus on citizens and those we impact

- Develop comprehensive plan to provide increased service levels to meet service demand as the region continues recovery
- Conduct comprehensive review of capital facilities planning process and implement improvements to prioritize capital needs
- Finalize new County Website implementation; implement new Department Websites
- Continue Citizen Advisory Board improvements

2) Support effective, open decision making

- Coordinate effective orientation of new BCC members
- Develop updated Board Procedures and Policies for adoption by BCC
- Update Washoe County Strategic Plan
- Improve BCC Agenda process: include best practices; automated agenda process
- Coordinate an open, involved process to prepare the FY15/16 Washoe County Budget

3) Supporting Washoe County Employees

- Full implementation of employee recognition program
- Full implementation of succession management program
- Conduct comprehensive review of employee training needs and implement identified new training opportunities
- Continue to improve workplace safety through planning, capital improvements and conducting appropriate exercises of the Washoe County Emergency Action Plan

4) Economic Development

- Proactively review organizational infrastructure and processes to support regional economic development

5) Other Areas

- Finalize design phase/break ground on Medical Examiners building
- Initiate comprehensive County Code review and update
- Finalize Animal Services department transition
- Finalize Human Services Agency integration



WASHOE COUNTY DEPARTMENT OF HUMAN RESOURCES

1001 E. NINTH STREET
POST OFFICE BOX 11130
RENO, NEVADA 89520

October 2, 2014

HAND DELIVERED

TO: John Slaughter
Washoe County Manager

FROM: John Listinsky
Director of Human Resources/Labor Relations

SUBJECT: Notice of Performance Evaluation

Pursuant to N.R.S. 241.033 this is to advise you that the Washoe County Board of Commissioners shall be discussing your performance and professional competence as the Washoe County Manager in public session at their October 28, 2014, Board meeting. The meeting is scheduled to begin at 10:00 a.m. in the Washoe County Commission Chambers.

A handwritten signature in black ink, appearing to read "John Listinsky", is written over a horizontal line.

John Listinsky

cc: Personnel File
Chairman Humke

NRS 241.033 Meeting to consider character, misconduct, competence or health of person or to consider appeal of results of examination: Written notice to person required; exception; public body required to allow person whose character, misconduct, competence or health is to be considered to attend with representative and to present evidence; attendance of additional persons; copy of record.

1. Except as otherwise provided in subsection 7, a public body shall not hold a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of any person or to consider an appeal by a person of the results of an examination conducted by or on behalf of the public body unless it has:

- (a) Given written notice to that person of the time and place of the meeting; and
- (b) Received proof of service of the notice.

2. The written notice required pursuant to subsection 1:

(a) Except as otherwise provided in subsection 3, must be:

- (1) Delivered personally to that person at least 5 working days before the meeting; or
- (2) Sent by certified mail to the last known address of that person at least 21 working days before the meeting.

meeting.

(b) May, with respect to a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of a person, include an informational statement setting forth that the public body may, without further notice, take administrative action against the person if the public body determines that such administrative action is warranted after considering the character, alleged misconduct, professional competence, or physical or mental health of the person.

(c) Must include:

(1) A list of the general topics concerning the person that will be considered by the public body during the closed meeting; and

(2) A statement of the provisions of subsection 4, if applicable.

3. The Nevada Athletic Commission is exempt from the requirements of subparagraphs (1) and (2) of paragraph (a) of subsection 2, but must give written notice of the time and place of the meeting and must receive proof of service of the notice before the meeting may be held.

4. If a public body holds a closed meeting or closes a portion of a meeting to consider the character, alleged misconduct, professional competence, or physical or mental health of a person, the public body must allow that person to:

(a) Attend the closed meeting or that portion of the closed meeting during which the character, alleged misconduct, professional competence, or physical or mental health of the person is considered;

(b) Have an attorney or other representative of the person's choosing present with the person during the closed meeting; and

(c) Present written evidence, provide testimony and present witnesses relating to the character, alleged misconduct, professional competence, or physical or mental health of the person to the public body during the closed meeting.

5. Except as otherwise provided in subsection 4, with regard to the attendance of persons other than members of the public body and the person whose character, alleged misconduct, professional competence, physical or mental health or appeal of the results of an examination is considered, the chair of the public body may at any time before or during a closed meeting:

(a) Determine which additional persons, if any, are allowed to attend the closed meeting or portion thereof; or

(b) Allow the members of the public body to determine, by majority vote, which additional persons, if any, are allowed to attend the closed meeting or portion thereof.

6. A public body shall provide a copy of any record of a closed meeting prepared pursuant to NRS 241.035, upon the request of any person who received written notice of the closed meeting pursuant to subsection 1.

7. For the purposes of this section:

(a) A meeting held to consider an applicant for employment is not subject to the notice requirements otherwise imposed by this section.

(b) Casual or tangential references to a person or the name of a person during a closed meeting do not constitute consideration of the character, alleged misconduct, professional competence, or physical or mental health of the person.

(Added to NRS by 1993, 2636; A 2005, 977, 2246, 2248; 2011, 2388)

John Slaughter, Washoe County Manager
Performance Feedback Survey
Invited Participants

David Humke, Washoe County Commissioner
Bonnie Webber, Washoe County Commissioner
Kitty Jung, Washoe County Commissioner
Marsha Berkgigler, Washoe County Commissioner
Vaughn Hartung, Washoe County Commissioner
Kevin Schiller, Assistant County Manager
John Listinsky, Washoe County Human Resources Director
Paul McArthur, Washoe County Comptroller
Luanne Cutler, Washoe County Registrar of Voters
Josh Wilson, Washoe County Assessor
Nancy Parent, Washoe County Clerk
Larry Burtness, Washoe County Recorder
Mike Haley, Washoe County Sheriff
Tammi Davis, Washoe County Treasurer
Dick Gammick, Washoe County District Attorney
Don Cavallo, Washoe County Public Administrator
Joey Orduna Hastings, Assistant County Manager (former District Court Administrator)
Frank Cervantes, Juvenile Services Director
Steve Tuttle, Reno Justice Court Administrator
Janine Baker, Sparks Justice Court Administrator
Kevin Dick, District Health Officer
Charles Moore, Fire Chief, Truckee Meadows Fire Protection District
Mike Brown, Fire Chief, North Lake Tahoe Fire Protection District
Darrin Price, Sun Valley Improvement District
Steve Driscoll, Sparks City Manager
Andrew Clinger, Reno City Manager
Pedro Martinez, Superintendent, Washoe County School District



Performance Feedback Survey Results

For

John Slaughter

Washoe County Manager

October 28, 2014

2014 County Manager Performance Feedback Survey

Q2 Add any comments here.

Answered: 2 Skipped: 14

#	Responses	Date
1	John takes his position of leadership very seriously strives to improve and provide guidance and to seek assistance to improve consistently.	9/23/2014 7:51 PM
2	Mr. Slaughter has established himself as the leader of Washoe County Government programs and staff and communicated his priorities.	9/22/2014 4:35 PM

2014 County Manager Performance Feedback Survey

Q4 Add any comments here.

Answered: 2 Skipped: 14

#	Responses	Date
1	I emphasize using feedback, does consistently to create continuous improvement.	9/23/2014 7:51 PM
2	Managers Monday Minute is an example of pro-active communication efforts.	9/22/2014 4:35 PM

2014 County Manager Performance Feedback Survey

Q6 Add any comments here.

Answered: 2 Skipped: 14

#	Responses	Date
1	Mr. Slaughter does a exceptional job with his responsibilities in this area.	10/2/2014 6:40 PM
2	John is building the his team to enhance time for community relations into the future, he sees the need and wants to focus on this specifically.	9/23/2014 7:51 PM

2014 County Manager Performance Feedback Survey

Q8 Add any comments here.

Answered: 2 Skipped: 14

#	Responses	Date
1	Washoe County needs to control and direct the District Health Department! Health District is disorganized and incompetent!	10/2/2014 6:40 PM
2	Mr Slaughter has set a tone and posture that supports intergovernmental collaboration and problem solving.	9/22/2014 4:35 PM

2014 County Manager Performance Feedback Survey

Q10 Add any comments here.

Answered: 1 Skipped: 15

#	Responses	Date
1	sets high expectation and meets with them regularly guiding staff and issues to be prioritized.	9/23/2014 7:51 PM

2014 County Manager Performance Feedback Survey

Q12 Add any summary comments here.

Answered: 7 Skipped: 9

#	Responses	Date
1	Mr. Slaughter shines as a County Manager. He is doing a great job! I would like to see him more involved and communicating with the BCC. I think this is an important area that John needs to continue to work on. He needs to remember that he must be working with the BCC and he should he needs to be stronger with the staff to make sure he BCC gets heard .	10/3/2014 9:05 AM
2	Mr. Slaughter is an excellent manager.	10/2/2014 6:41 PM
3	John is doing an good job growing into his position. He is easy to work with, a good listen and problem-solver.	10/1/2014 11:30 AM
4	John has done a good job with the transition from a strong veteran management team to a fresh, new team. I look forward to what the team will grow into as they gain time and experience in their new roles.	9/30/2014 4:13 PM
5	john is true leader, invested in the County and building better and improved leadership across all levels.	9/23/2014 7:52 PM
6	Mr. Slaughter has done an exceptional job during his initial year as County Manager.	9/22/2014 4:37 PM
7	John seems to be doing a great job. He is supportive and helpful when asked for assistance. His open-door policy allows for easy communication during even difficult times. He is approachable and knowledgeable.	9/22/2014 4:12 PM

2014 County Manager Performance Feedback Survey

Q7 INTERGOVERNMENTAL RELATIONS - Select the appropriate rating for each competency.

Answered: 16 Skipped: 0

	Exceeds your expectations	Meets your expectations	Area for growth	Evaluator has no basis for judgment	Total	Average Rating
Accessible to leadership of other agencies and jurisdictions; displays appropriate diplomacy and tact in relationships with other agencies and jurisdictions	50.00% 8	37.50% 6	0.00% 0	12.50% 2	16	2.25
Effectively represents and promotes the county with other jurisdictions and agencies in the region and state	25.00% 4	43.75% 7	6.25% 1	25.00% 4	16	1.69
Effectively communicates and coordinates with other jurisdictions and agencies in the region and state	37.50% 6	37.50% 6	0.00% 0	25.00% 4	16	1.88
Appropriately considers the impact county projects and programs have on other jurisdictions and agencies in the region	25.00% 4	43.75% 7	0.00% 0	31.25% 5	16	1.63
Ensures that the county is represented and is appropriately involved in projects and programs sponsored by other jurisdictions and agencies that have impact on the county and/or that the county can impact	43.75% 7	43.75% 7	0.00% 0	12.50% 2	16	2.19

2014 County Manager Performance Feedback Survey

Q8 Add any comments here.

Answered: 2 Skipped: 14

#	Responses	Date
1	Washoe County needs to control and direct the District Health Department! Health District is disorganized and incompetent!	10/2/2014 6:40 PM
2	Mr Slaughter has set a tone and posture that supports intergovernmental collaboration and problem solving.	9/22/2014 4:35 PM

2014 County Manager Performance Feedback Survey

Q9 BOARD OF COUNTY COMMISSION RELATIONS- Select the appropriate rating for each competency.

Answered: 16 Skipped: 0

	Exceeds your expectations	Meets your expectations	Area for growth	Evaluator has no basis for judgment	Total	Average Rating
Effectively implements the Board's policies, procedures, and philosophy	43.75% 7	37.50% 6	0.00% 0	18.75% 3	16	2.06
Disseminates complete and accurate information to all board members in a timely manner	31.25% 5	25.00% 4	6.25% 1	37.50% 6	16	1.50
Responds well to requests, advice and constructive criticism	37.50% 6	37.50% 6	0.00% 0	25.00% 4	16	1.88
Provides support to the board's meeting process that allows for open, transparent decision making	53.33% 8	26.67% 4	0.00% 0	20.00% 3	15	2.13
Facilitates the board's decision making without usurping authority	43.75% 7	31.25% 5	0.00% 0	25.00% 4	16	1.94

2014 County Manager Performance Feedback Survey

Q10 Add any comments here.

Answered: 1 Skipped: 15

#	Responses	Date
1	sets high expectation and meets with them regularly guiding staff and issues to be prioritized.	9/23/2014 7:51 PM

2014 County Manager Performance Feedback Survey

Q11 Select the best statement for the overall evaluation of this person.

Answered: 16 Skipped: 0

Answer Choices	Responses	
Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.	56.25%	9
Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.	31.25%	5
Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.	12.50%	2
Total		16

2014 County Manager Performance Feedback Survey

Q12 Add any summary comments here.

Answered: 7 Skipped: 9

#	Responses	Date
1	Mr. Slaughter shines as a County Manager. He is doing a great job! I would like to see him more involved and communicating with the BCC. I think this is an important area that John needs to continue to work on. He needs to remember that he must be working with the BCC and he should he needs to be stronger with the staff to make sure he BCC gets heard .	10/3/2014 9:05 AM
2	Mr. Slaughter is an excellent manager.	10/2/2014 6:41 PM
3	John is doing an good job growing into his position. He is easy to work with, a good listen and problem-solver.	10/1/2014 11:30 AM
4	John has done a good job with the transition from a strong veteran management team to a fresh, new team. I look forward to what the team will grow into as they gain time and experience in their new roles.	9/30/2014 4:13 PM
5	john is true leader, invested in the County and building better and improved leadership across all levels.	9/23/2014 7:52 PM
6	Mr. Slaughter has done an exceptional job during his initial year as County Manager.	9/22/2014 4:37 PM
7	John seems to be doing a great job. He is supportive and helpful when asked for assistance. His open-door policy allows for easy communication during even difficult times. He is approachable and knowledgeable.	9/22/2014 4:12 PM